Appraisals

Newsletter Archives

Recognition

Human Resource Services

Learning

Classes have started and a new academic year is underway. Before we get too far into the year, it's worth checking where your mindset is. This year, are you are excited for and looking forward to opportunities for growth and learning? Or are you filled with anxiety and dread, where it seems barriers are already preventing a smooth start? If your thoughts are generally more negative, you may be grappling with a fixed mindset. In this newsletter I share more information about the power of mindsets and how to cultivate a growth mindset for both you and the benefits they have on teams. There's a lot of passion I have for this area but, if there's only one thing you take away from this newsletter, I hope it's this: Don't settle or grow complacent. There will

undoubtedly be hurdles and challenges that pop up throughout this year. You can either choose to see them as nuisances you have to navigate, which converts to frustration when complacent, or as learning opportunities to grow stronger as a professional. This is particularly relevant when it comes to managing others as there is not a one-size-fits-all to supervision. The more you work with others and understand their background, the better you can effectively manage them and support them within their role. An employee who occasionally misses the mark isn't a detriment: it's an opportunity to help the employee better understand their role and for you to consider what actions you have taken that may have influenced the employee. We're all learning and growing to be the best we can be.

See these moments as opportunities for growth. Until next month! Let us know what you think about the newsletter and what you'd like to see in the future! Jesse Heath **Employee Relations Coordinator** Feedback Form **Human Resource Services** The Power of a Growth Mindset

environment.

Cultivating a Growth Mindset

to learn. Remind yourself that growth often

happens outside of your comfort zone.

Learn from Feedback

Constructive criticism is a valuable tool for

growth, yet it can be difficult to receive. To

cultivate a growth mindset, view feedback

It can determine whether you become the person you want to become."

"The view you adopt for yourself profoundly affects the way you lead your life.

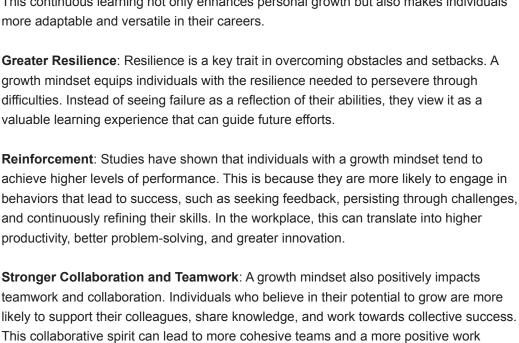
In today's fast-paced world, the concept of a growth mindset has emerged as a key factor in personal and professional success. Coined by psychologist Carol Dweck, the term

mindset, where individuals believe their talents and intelligence are static traits that cannot be changed. A growth mindset is more than just a buzzword; it's a powerful tool that can transform the way we approach challenges, setbacks, and opportunities. Whether in the

workplace, in education, or in our personal lives, embracing a growth mindset can lead to greater resilience, continuous learning, and ultimately, higher achievement.

"growth mindset" refers to the belief that abilities and intelligence can be developed through dedication, hard work, and learning. This mindset contrasts sharply with a fixed

Benefits of a Growth Mindset Enhanced Learning and Development: A growth mindset fosters a love of learning and a desire to improve. People with this mindset are more likely to seek out new experiences, acquire new skills, and take on challenges that push them outside their comfort zones. This continuous learning not only enhances personal growth but also makes individuals



Embrace Challenges Value Effort Over Perfection One of the hallmarks of a growth mindset is In a growth mindset, effort is seen as a a willingness to embrace challenges. pathway to mastery. Rather than striving for perfection, focus on the process and the Instead of shying away from difficult tasks, approach them with curiosity and a desire progress you're making. Celebrate your

efforts and recognize that mistakes are part

of the learning journey.

Cultivate a Love of Learning

Seek out new opportunities for growth,

whether it's through formal education,

on-the-job training, or self-directed

"Failure is the

limit of my abilities"



crucial role in shaping organizational culture. Teams that encourage a growth mindset among their staff often see higher levels of innovation, engagement, and performance.

When leaders model a growth mindset, they set the tone for the entire organization. By encouraging risk-taking, rewarding effort, and valuing learning over perfection, they create

Moreover, organizations that prioritize a growth mindset are better equipped to navigate change and uncertainty. The ability to adapt and evolve is critical. A growth mindset fosters

Embracing a growth mindset can transform the way we approach our work, our relationships, and our personal development. By believing in the potential for growth and actively seeking opportunities to learn and improve, we can unlock our full potential and achieve greater success in all areas of life. Whether you're an individual looking to advance your career or an organization striving to foster a culture of innovation, adopting a growth mindset is a powerful strategy for long-term success. Remember, it's not about where you start, but how much you're willing to grow.

an environment where employees feel empowered to stretch their abilities.

the agility needed to stay competitive and thrive in the face of challenges.

new things

"Failure is an

opportunity to grow

What is Mindset? (And How To Become More Positive at Work) I Indeed "If you approach each day with a positive mindset, you may more easily cope with the stresses of working in a hectic, professional environment. You may then be able to focus on performing your duties effectively, rather than worrying about unrelated problems."

world." Stretch Mindset: Why You Need It For Personal and Professional Growth / Forbes "Embracing stretch opportunities is not just about seizing moments—it's about adopting a lifestyle of continuous growth and exploration. By actively seeking challenges in our careers and personal lives, we expand our skill sets and networks while cultivating resilience, confidence, and a deeper understanding of ourselves." Videos Leaving a high-flying job in consulting, Angela Lee Duckworth took a job teaching math to seventh graders in a New York public school. She quickly realized that IQ wasn't the only thing separating the

Grit: The Power of Passion and Perseverance (6:12)

The Key to Receiving Feedback

with a Growth Mindset (9:51)

STRESS &

IMPROVING

HUBERMAN LAB

CLIPS

Impact of Mindset on Stress & Performance (9:31)

Mindset: The New Psychology of Success

Read Recommendation

RMANCE

lose? Those are the wrong questions. The correct question is: Did I make my best effort?" If so, he says, "You may be outscored but you will never lose." LinkedIn Learning: Class Highlight Cultivating a Growth Mindset / Dr. Gemma Leigh Roberts LinkedIn

be geared towards understanding and defining goals for the academic year. During this time, we will review the new Professional Development Plan from HRS and identify opportunities for growth to help better equip staff for roles they are currently in or prepare them for future endeavors. Virtual Registration (%) In Person Registration Fundamentals of Supervision // Manager Development Series October 9 / 8:30am-12:00pm / State College Room, Maucker Union

roles. Duration is 3.5 hours with two 5-minute breaks.

Upcoming Learning & Development

Goal Setting & Professional Growth // Employee Engagement Series

The beginning of a new academic year is perfect to ideate how you can continue to grow and consider future steps for your career. This workshop will

This introductory training session is the first in the Manager Development Series (SDS). This interactive session will focus on the fundamentals of supervision. This training is recommended for those who supervise Merit and/or P&S staff but ALL managers are encouraged and welcome to attend. While priority registration based on capacity is given to current managers, this training may be shared with employees looking to promote into leadership

new insights. Bring your lunch and learn from leaders and peers from around the university as they share their story. Here are two examples: Michael Goodman - Honoring Parentless Students Bailey Parnell - Dark Side of Social Media Interested in presenting? Reach out to <u>Jesse Heath!</u> (P) **Register Here**

potential while contributing to the success of the university. Human Resource Services fosters and environment of integrity and Our Mission collaboration through innovative solutions and communications contributing to the successful recruitment, development, and retention of university employees.

Access Here

UPDATED EDITION After decades of research, world-renowned Stanford University psychologist Carol S. Dweck, Ph.D., discovered CAROL S. DWECK, Ph.D. a simple but groundbreaking idea: the power of mindset. In this brilliant book, she shows how success in school, work, THE NEW PSYCHOLOGY OF SUCCESS sports, the arts, and almost every area of human endeavor HOW WE CAN can be dramatically influenced by how we think about our LEARN TO FULFILL **OUR POTENTIAL** talents and abilities. People with a fixed mindset—those who believe that abilities are fixed—are less likely to *parenting *business flourish than those with a growth mindset—those who *school *relationships believe that abilities can be developed. *Mindset* reveals

successful students from those who struggled. Here, she explains her theory of "grit" as a predictor of success.

Can I give you some feedback? Most times, we don't like hearing those words. The question is, how can go about receiving feedback with a growth mindset? Feedback can be very valuable if you listen to it the right way. It's also worth taking a moment to identify the source of the feedback and considering whose

leadership you want to emulate.

Dr. Andrew Huberman discusses how

perceptions of stress—viewing it as either

detrimental or beneficial—significantly influence physiological responses and

performance outcomes, highlighting research on mindset's role in modulating

stress effects.

how great parents, teachers, managers, and athletes can put this idea to use to foster outstanding accomplishment. Available at: **Notable Quotable**: "He didn't ask for mistake-free games. Cedar Falls Library He didn't demand that his players never lose. He asked for Waterloo Library full preparation and full effort from them. "Did I win? Did I

Learning

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prompted. If your personal

email address populates, please ensure you click on the

"change" link first to update

your email address. Once entered, click on "Continue to

the University of Northern Iowa

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access content.

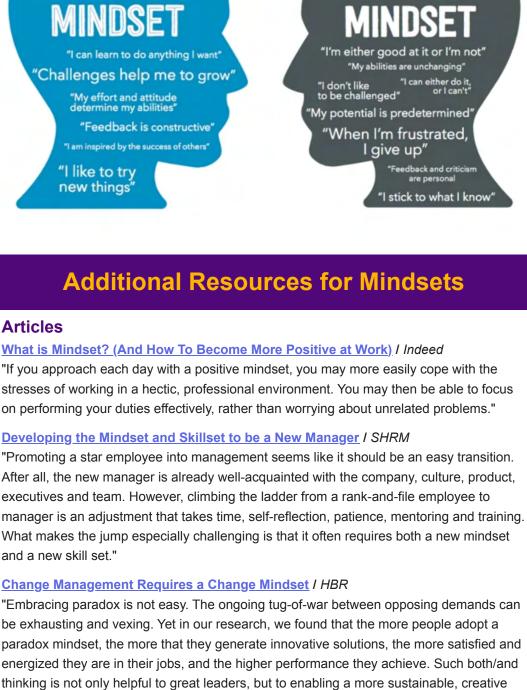
Register Here **Effective Communication Strategies** // Employee Engagement Series October 24 / 11:00am-12:00pm / Gilchrist Hall 009 Clear and effective communication is a critical aspect of success within the In Person Registration Building Community on Your Team // Employee Engagement Series

> In Person Registration

finish in one sitting.

hrs-performance@uni.edu 027 Gilchrist Hall Cedar Falls, IA 50613

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by Carol Dweck

Mindset is a choice. People with a growth mindset—who choose to believe that talent and ability can grow—experience better performance, focus, and success. You have the power to change your mindset. The key is learning how to make the shift.

growth mindset.

In this course, Dr. Gemma Leigh Roberts guides you through

mindsets alter your response to challenges. Gemma shows you

ways to build a growth mindset through an understanding of the relationship between neuroscience and mindset and explains the impact of self-narratives on our mindsets, ways to reframe failure as an opportunity for growth, how to shift to a focus on effect versus outcome and how to reframe stress to enhance a

practical tools to recognize your mindsets—and how those

September 9 / 11:00am-12:00pm / Zoom September 12 / 12:00-1:00pm / Gilchrist Hall 009

workplace. This workshop will provide some reflection on the clarity of your communication and share some strategies on how to convey your thoughts with clarity. Whether you're a seasoned leader or new to your role, this workshop will help prepare you to communicate more effectively through critical thinking. Virtual Registration

November 13 / 1:00-2:00pm / Zoom

Virtual Registration

November 14 / 11:00am-12:00pm / Gilchrist Hall 009

At its core, a team is a system of human relationships. In the process of building a team, it's critical to not only understand the individual needs of others but also how best to collaborate with one another. This session will share some strategies on how to cultivate stronger interpersonal relationships

and help your team become a more cohesive unit. Even if you're not a manager, you can make a big difference on the dynamics of your team!

PechaKucha Showcase // Employee Engagement Series

PechaKucha (a Japanese term for chit-chat) is a storytelling format in which a presenter shows 20 slides for 20 seconds of commentary. This fast-paced presentation is a great way to share your story and provide the audience with

December 4 / 12:00-1:00pm / University Room, Maucker Union

October 21 / 1:00-2:00pm / Zoom

FMLA & ADA Manger Responsibilities // Online Learning This session provides managers with high-level information about how to identify a potential leave or accommodation request from an employee and clarifies a manager's role in complying with the Family Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA). This training takes approximately 45-minutes and will save your progress if you are unable to

All employees will be positively engaged in achieving their greatest

Our Vision